Diversity and inclusion is in our DNA at Dell: It’s more than what we do; it’s who we are.

Our Vision
Diversity and inclusion (D&I) is a business imperative at Dell that delivers commercial and social value important to our market leadership and long-term growth strategy and execution. It’s a powerful commitment to ensure Dell is a place where team members feel they belong and customers feel they belong with us. It’s how we grow our business.

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Our Strategy
Dell's D&I strategy is a catalyst for change, helping identify and eliminate bias wherever it exists in our business. Our expertise in technology and innovation combined with our Culture Code help us knock down barriers and shape a high-performing company that wins with integrity, accelerates transformation and drives human progress.

We continually examine and adjust our strategy to ensure Dell team members feel heard, respected and empowered to be their best and do their best work on behalf of our customers and our company.

What We Know
Research shows that companies that are more diverse are more profitable, innovative and productive.

- The #1 managerial characteristic that impacts employee engagement is a strong commitment to inclusion. (Catalyst Study, 2017)
- Companies in the top quartile for racial and ethnic diversity are 33 percent
more likely to have financial returns above their respective national industry medians. Similarly, those in the top quartile for gender diversity are 21 percent more likely to have above average financial returns. (McKinsey & Company, 2018)

- Inclusive workplaces deliver 39 percent higher customer satisfaction. (Gallup Workplace Studies, 2017)

- Pro-diversity policies can increase companies’ innovation and productivity and are commonly associated with higher levels of new products and patents. They also have been shown to make companies more resilient during times of financial crisis. (North Carolina State University’s Poole College of Management)

D&I at Dell

Dell has a number of initiatives aimed at increasing diversity as well as creating an inclusive culture.

- Race, ethnicity and culture are dimensions of diversity that create barriers to full equity and inclusion. As such, Dell is investing in new, innovative initiatives and partnerships focused on ethnic and cultural empowerment:
  - Dell’s Dinner and Dialogue program brings together Dell leaders and diverse professionals to network and connect on the issues and opportunities facing our business and the world.
  - Men and Women of Color Advocacy program gives young professionals of color the opportunity to engage in candid and meaningful conversations about their experiences and build a strong network for recruitment, retention and development.
  - Dell sponsors Northeastern’s ALIGN scholarship program, which helps non-computer science majors of diverse backgrounds pursue a Masters in Computer Science.
  - Dell partners with Managing Leadership for Tomorrow, which connects African Americans, Latinos and Native Americans with the skills, coaching and connections they need to lead organizations and communities worldwide.

- Gender empowerment is a key strategic pillar within Dell’s D&I priorities and, as such, we’ve created innovative programs to help develop and promote women at Dell and beyond:
  - Leading Women @Dell is a program developed in collaboration with Simmons College School of Management to meet the specific needs of senior level, high-potential women with executive aspirations.
  - Managing Success Now is similar to Leading Women @Dell but focused on mid-level, high-potential women at Dell.
  - Our award-winning Dell Women’s Entrepreneur Network (DWEN) extends our commitment to women leaders to our customers. It is a global community of female entrepreneurs that we support via access to technology, networks and capital.
  - We also have a robust Employee Resource Group (ERG) program that connects team members based on gender, ethnicity, sexual orientation and interests. More than 34,000 team
members participate in these 14 communities focused on personal and professional development.

- Dell was the first technology company to participate in the Catalyst program Many Advocating Real Change (MARC), which engages leaders in candid conversations about the role of gender and diversity in the workplace and uncovering unconscious biases.

- In 2017, I and 40 of my peers signed the Catalyst CEO Champions for Change initiative as a personal and organizational commitment to accelerate gender equality and inclusion in the workplace.

- For the past six years, Dell has spent more than $3 billion with certified women-owned and minority-owned suppliers and small businesses. Dell is currently one of only 28 companies in the Fortune 500 to be part of the Billion Dollar Roundtable, which recognizes and celebrates corporations that spend at least $1 billion with minority- and woman-owned suppliers.

- Dell collaborates with incredible partner organizations around the globe — such as Human Rights Campaign, the Anita Borg Institute, Black Enterprise and Out & Equal — to share and gain insight into best practices for cultivating and promoting a culture of equality and inclusion.

Though we have made significant progress toward our goal of being a globally diverse and inclusive company, we recognize that D&I, like any business imperative, requires continued focus, attention and investment. Ultimately, our intent is to be the global employer of choice for all.

www.dell.com/diversity